

**Discrimination Complaints Concerning WKRC-TV, WSAI, WLW,
WCKY, WKRC, WVMX, WOFX-FM, WKFS & WEBN**

A complaint alleging sex discrimination and sexual harassment, among other charges, was filed against the licensee of station WEBN-FM by Leah Burns, a morning show producer at the station on June 22, 1999 in U.S. District Court for the Southern District of Ohio. *See* Case No. C-1-99-469. The court granted the company's motion for summary judgment on January 19, 2001, and a voluntary dismissal was filed on April 26, 2001.

A complaint alleging disability discrimination, among other charges, was filed against the licensee of station WLW-AM by Andrew MacWilliams, a sports director at the station, on March 31, 1998 and March 19, 1999 at U.S. Equal Employment Opportunity Commission. *See* Charge Nos. 221980528 and 221990557. Mr. McWilliams later filed suit on the basis of disability discrimination in the Hamilton County (Ohio) Court of Common Pleas of Hamilton on August 18, 1999; the state claim was dismissed on February 16, 2000. The parties signed a settlement agreement on April 5, 2002 and so advised the EEOC, which terminated the agency proceeding on April 17, 2002.

A complaint alleging sexually biased statements and sexual harassment was filed against the licensee of station WVMX-FM by Julie Nord Jamison, a morning show producer at the station, on May 14, 2002 at Ohio Civil Rights Commission and U.S. Equal Employment Opportunity Commission. *See* Case No. 221A200568. The complaint was dismissed on September 9, 2002.

A complaint alleging sexually hostile work environment, among other charges, was filed against the licensee of station WVMX-FM by Amy Estenfelder, a morning show assistant at the station, on June 6, 2002 at the Ohio Civil Rights Commission and U.S. Equal Employment Opportunity Commission. *See* Case No. 221A200620. The complaint was dismissed on September 30, 2002.

A complaint alleging racial discrimination was filed against the licensee of station WKRC-TV by Joel Stuckey, an engineer at the station, on July 28, 2003 at the U.S. Equal Employment Opportunity Commission. *See* Charge No. 221-2003-01364. The EEOC dismissed the complaint and issued a notice of right to sue. No suit has been filed as of this writing, and the licensee believes that the applicable limitations period has expired. In a parallel action, Mr. Stuckey protested his termination under the terms of a collective bargaining agreement; the matter went to arbitration and the arbitrator on April 15, 2004, denied the grievance.

A complaint alleging gender discrimination was filed against the licensee of station WKRC-TV by Traci Miller, a photographer at WKRC-TV on February 10, 2005 at the U.S.

Equal Employment Opportunities Commission. *See* Charge No. 221-2005-00931. The complaint remains pending as of this writing.

A complaint alleging discrimination on the basis of age and disabilities was filed against the licensee of station WKRC-TV by Richard Ellis, an employee in the programming department, on April 28, 2005 at the U.S. Equal Employment Opportunities Commission. *See* Charge No. 221-2005-01450. The complaint remains pending as of this writing.